

State

The Florida State University Faculty-Staff Bulletin

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March 8 - 28, 2010

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Montgomery receives MLK Distinguished Service Award

By Jeffery Seay
EDITOR IN CHIEF

The Florida State University has named alumna and faculty member Maxine Montgomery as its 2010 Dr. Martin Luther King Jr. Distinguished Service Award recipient. Montgomery received the award during the university's 22nd annual Dr. Martin Luther King Jr. Commemorative Celebration held Jan. 13.

Montgomery (B.S. '80, English Education; M.A. '82, English), an associate professor in the Department of English, specializes in teaching African-American literature, contemporary black women's fiction, critical race studies and modern fiction. Beyond her regular professorial duties, Montgomery works with first-time-in-college students through the Summer Bridge Program of the Center for Academic Retention and Enhancement, helping them to improve their writing skills and exposing them to literary study.

"Winning the 2010 MLK Jr. Distinguished Service Award is at once both



FSU Photo Lab/Bill Lax

a humbling and gratifying experience," Montgomery said. "On a personal level, the award is an affirmation of my efforts toward improving the quality of life for graduate and undergraduate students at Florida State. Professionally, the honor is a call to service — an incentive for me to continue teaching, serving and mentoring as I carry out what I consider to be my life's work."

Montgomery, who is an expert on African-American novelist Gloria Naylor, wrote the book "Conversations with Gloria Naylor," published by the University of Mississippi Press in 2004. Another book,

"The Fiction of Gloria Naylor: Houses and Spaces of Resistances," will be published this year by the University of Tennessee Press.

Montgomery received the University Teaching Award in 1995 and 2003. She has been recognized as an outstanding faculty member by the W.E.B. DuBois and Golden Key honor societies. She has served on many campus committees, including the Distinguished Service Award selection committee. She is a member of several professional organizations and has presented numerous papers at national and international conferences.

"In her own warm and committed manner, Maxine Montgomery has encouraged and supported countless students in their efforts to maximize and reach their full potential. She does this by demanding the very best effort from each student with whom she works."

— history Professor Maxine Jones

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The deadline for the
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People with disabilities who require special accommodation for any event listed in *STATE* should call the unit sponsoring the event, or for the hearing or speech impaired, use the Florida Relay Service at 1-800-955-8770 (voice) or 1-800-955-8771 (TDD). Requests for accommodations must be received at least five working days before the event. To receive *STATE* in an alternative format, call the FSU Student Disability Resource Center at (850) 644-9566.

Employees must follow policies during session

The 2010 session of the Florida Legislature began Tuesday, March 2. All Florida State University employees must adhere to the following policies:

- The only registered lobbyists for The Florida State University are President Eric J. Barron, Vice President for University Relations and Advancement Lee Hinkle and Assistant Vice President for Governmental Relations Kathleen Daly.

- No one on campus other than Barron, Hinkle or Daly is authorized to lobby for The Florida State University or the State University System.

- The Legislature periodically asks faculty and/or staff members to attend committee meetings or formally respond to questions about certain issues. Florida State employees who are asked to appear before a committee must notify **Daly at 644-4453** and submit a legislative contact form **prior to making an appearance**. The form can be found on the Governmental Relations Web site at www.fsu.edu/~govrel. Employees who have trouble accessing the form can contact Governmental Relations at 644-4453 for a hard copy.

- A campus network of legislative liaisons represents each division. The 2010 legislative liaisons are: Academic Affairs, **Anne Blankenship**, 644-0170; Athletics, **Jennifer Garye**, 645-3249; Budget and Analysis, **Ralph Alvarez**, 644-4203, and **Michael Lake**, 644-2478; College of Communication and Information, **Bob Pekurny**, 644-3462;

College of Education, **Marcy Driscoll**, 644-6885, and **Sissi Carroll**, 644-6885; College of Medicine, **John Fogarty**, 644-1346, and **Laura Brock**, 645-9429; College of Nursing, **Lisa Plowfield**, 644-3299; Diversity, Enhancement and Compliance, **Renisha Gibbs**, 644-8082; Faculty Senate, **Eric Walker**, 644-4869; Finance and Administration, **Terry Fulcher**, 645-4926; Financial Aid, **Darryl Marshall**, 644-1993; Florida State University Schools (Florida High), **Lynn Wicker**, 245-3703; Governmental Relations, **Kathleen Daly**, 644-4453; Human Resources, **Joyce Ingram**, 644-5457; Labor Relations, **Robert Henley**, 644-4847; National High Magnetic Field Laboratory, **Susan Ray**, 645-4864; Office of Research, **Beth Hodges**, 644-3347; Physical Plant/Campus Design, **Dennis Bailey**, 644-3369, and **Steve Adamick**, 644-8136; Purchasing, **Marcie Doolittle**, 644-9719; Student Affairs, **Mary Coburn**, 644-5590, and **Liz Maryanski**, 644-5590; Student Government, **Joyce Howard**, 644-0939; Student Government-Legislative Affairs, **Adam Fox**, 644-1653; and University Attorney, **Mike Cramer**, 644-4440.

Through this network, legislation affecting the university is routinely routed to appropriate departments and offices for timely responses and/or information. These responses are routed back to the division liaisons, to the Office of Governmental Relations and, ultimately, to the lobbyists who will serve collectively on the university's behalf.

Women's athletics administrator to give lecture

This year's Dr. M. Dianne Murphy Distinguished Lecture Series has a particularly special guest speaker: M. Dianne Murphy herself.

Murphy, who earned her doctorate in administration and curriculum from Florida State in 1980 and who was lauded as one of the university's Omicron Delta Kappa "Grads Made Good" during Homecoming 2005, gave a financial gift to Florida State's Sport Management Program six years ago to fund the lecture series. Murphy will give her lecture on Thursday, April 1, at 5:30 p.m. in the Moore Athletic Center lecture hall (1101D University Center).

"Dr. Murphy has demonstrated the same passion and commitment to achieving excellence in intercollegiate athletics that has marked her entire career as an athletic administrator," said Cecile Reynaud, an associate in Florida State's

Department of Sport Management Recreation and Physical Education.

For the past six years, Murphy has been the director of intercollegiate athletics and physical education at Columbia University. Under her leadership, Columbia athletics has had its three most successful years.

Murphy is active in several national organizations, including the National Association of Collegiate Women Athletics Administrators and the National Association of College Directors of Athletics.

Each spring semester, the faculty of the Sport Management Program invites a speaker to talk with students, faculty, administrators and community members on the role of persons of color and women administrators in college and university athletics and recreation programs.

Prevention and Early Intervention Policy

Center helps promote 'Miami Child Well-Being Court Model'

By Jeffery Seay
EDITOR IN CHIEF

It began in 2000 as a pilot program of the Florida State University Center for Prevention and Early Intervention Policy to give abusive parents therapeutic training in the proper ways to treat their babies. Mothers in the pilot program often were inexperienced as parents, having received little nurturing from their own parents.

"We would provide 26 sessions of child-parent psychotherapy," said Mimi Graham, director of the center. "We taught these parents how to have a good relationship with their babies. In the pilot program, none of the children were re-abused after the sessions."

Such child-parent psychotherapy gave Miami-Dade County Circuit Judge Cindy Lederman more insight into what really worked in dealing with child abuse cases, according to Graham.

"The therapy was a tool that Judge Lederman was able to use to help abusive parents break the cycle so that they no longer abused their kids," Graham said.

As a result of the pilot program and with leadership from Lederman, Lynne Katz of the University of Miami and Joy Osofsky of Louisiana State University, the effort grew into the Miami Child Well-Being Court Model. Now considered the leading model court in the nation, it gives dependency judges an evidence-based program with proven results for ensuring the health and safety of children who come into their courts. A widely distributed documentary of the project, "Helping Babies From the Bench," has been instrumental in helping judges across the nation improve outcomes for maltreated children.

Now, a group of judges, lawyers, case managers, child advocates and therapists is working to replicate the Miami Child Well-Being Court Model for courtrooms in Florida's Leon and Wakulla counties and in Michigan's Wayne County. The program brings together members of the judiciary

with child welfare and child mental health professionals so that the needs of maltreated infants and toddlers can be better met.

As part of a grant from the U.S. Centers for Disease Control and Prevention, the center's faculty will assist in training child welfare professionals, coordinate the systems changes, and work with national evaluators to document the implementation of the model and the effectiveness of the therapy. The project involves the judiciary, Children's Home Society, Big Bend Community Coordinated Care, the Florida Department of Children and Families, and a host of community agencies.



Mimi Graham

"The Miami Child Well-Being Court Model is important because it holds us in the judiciary accountable in our exercise of the public trust as we administer dependency cases that involve infants," said Leon County Circuit Judge Jonathan Sjostrom (B.S. '86, Political Science; J.D. '89).

"It is important for us to bring science into the legal scheme so we can test some of our basic assumptions about the effect that we are having on the children that we are responsible for."

Besides the therapy component, the Miami Child Well-Being Court Model strives to make the courtroom environment more comfortable for toddlers.

Bringing children to court to see firsthand how they interact with their parents is critical to any judges' work in dependency and family court cases. In the cases that he hears in his dependency court, Sjostrom does his best to make children feel comfortable and let them know that their opinions matter.

"No child who shows up in my office or my courtroom leaves without a book or a stuffed animal, and we're trying to make certain that every child understands that their direct input is desired, when they're old enough to offer it," Sjostrom said.

In addition to placing an emphasis on making children comfortable in court, the

use of specific kinds of therapy is another component of the program that judges can use to salvage parent-child relationships that are on the wrong track.

"One of the things I'm trying to do is encourage the parents to apply some proven science and simply read to their children," Sjostrom said. "I want to encourage these parents to interact in an appropriate way that has never, ever been modeled for them. Unfortunately, a lot of these parents come from pretty desperate circumstances."

Sjostrom said that therapy isn't a new approach to help parents modify the behavior that put them under court supervision in the first place. Through the Miami Child Well-Being Court Model, however, such things as parenting classes, supervised visitation, psychotherapy and counseling services are used in a more deliberate and intensive way.

"Our approach to abusive parents is still pretty heavy-handed, to be honest," Sjostrom said. "But through the program, we're not just imposing a task on the parents without first having a very specific idea about what they and society will get out of it. At the end of the day, we're just trying to do a better job for these kids."

The faculty of the Center for Prevention and Early Intervention Policy are experts in working with infants and toddlers, who cannot speak for themselves. Since 2002, through its Harris Infant Mental Health Training Institute, directed by Anne Hogan, hundreds of licensed mental-health therapists, probation officers, child-welfare workers, judges, early intervention staff, and childcare staff throughout Florida have been trained to better meet the emotional and developmental needs of the most vulnerable babies.

"A 2-year-old cannot tell you that 'My mom put me in scalding hot water last night' or 'I saw my dad shoot my mom and I'm emotionally upset,'" Graham said. "We know what to look for, so we can help therapists and other professionals learn to recognize that there is some emotional trauma to the baby and then show them how to intervene."

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OCTU

'COFRS' awards given to 35 faculty members

Florida State University's Council on Research and Creativity has announced the recipients of its COFRS awards for 2009-2010. The COFRS award, which stands for Committee on Faculty Research Support, provides \$14,000, usually toward summer salary support. Of the 61 proposals received, 35 were funded for a total of \$490,000 in support. Alphabetically, the recipients are:

•**Todd Adams** (Physics), "Upgrade of the CMS Experiment at the Large Hadron Collider";

•**Aaron Bollinger** (Theatre), "Production Planning Application for Dynamic Scenery";

•**Michael Carrasco** (Art History), "Ritual Language, Referential Practice and the Sacred Image in Maya and Mesoamerican Art and Culture";

•**Randolph Clark** (Philosophy), "Omissions: Metaphysics, Agency and Responsibility";

•**Anne Coldiron** (English), "Printers Without Borders: Translation, Transnationalism and Early English Print (Phase 1: Crossing the Channel)";

•**Jack Freiberg** (Art History), "Bramante's Tempietto and the Spanish Renaissance in Rome";

•**Lillian Garcia-Roig** (Art), "Hyperbolic Nature Paintings: Future Exhibitions of Expanded Works";

•**Matthew Goff** (Religion), "Two Book Projects: Giants in Ancient Judaism and Ancient Wisdom from the Dead Sea Scrolls";

•**Jens Grosser** (Political Science), "A Robustness Check of the NOMINATE Score of Political Polarization Using Formal Modeling";

•**Frank Gunderson** (Musicology), "Crazy with Strength!: An Annotated Source Collection of Wigaashe Song Texts from the Sukuma

Region of Western Tanzania";

•**Will Hanley** (History), "Institutional and Social Histories of Egypt: Three Collaborative Projects";

•**Tim Holcomb** (Management), "Configuring Organizational Capabilities for Efficiency and Growth: A Behavioral Assessment of Investment Behavior by IPO-Stage New Ventures";

•**Sarah Irving** (Religion), "How Science Became Useful: Protestantism & the British Atlantic Origins of Modern Science";

•**Allan Jeong** (Educational Psychology and Learning Systems), "Computer Tools and Methods to Evaluate Causal Diagrams, Collaborative Argumentation and Shared Understanding";

•**Nicole Kelley** (Religion), "The Church Body: Deformity and Disability in Early Christianity";

•**Jeong-Su Kim** (Nutrition, Food and Exercise Science), "Efficacy of B-hydroxy B-methylbutyrate (HMB) on Attenuating Loss of Lean Body Mass and Functionality Under Catabolic Conditions";

•**Ben Koen** (Ethnomusicology), "Confluence: Music, the Mind and Meditation in Healing";

•**Tammy Kolbe** (Educational Leadership and Policy Studies), "Evaluating Costs and Effects of Expanded Learning Time Initiatives: A Pilot Study";

•**Jennifer Koslow** (History), "Displaying the Road to Wellness: Public Health Exhibits in the Early Twentieth Century";

•**Ruby Lee** (Marketing), "Are Imitations as Good as Innovation? An Investigation into the Antecedents and Consequences of Product Innovation and Imitation Strategies";

•**Stephanie Leitch** (Art History), "Flatten-

ing Out the World: Planarity in Early Modern Visual Culture";

•**Efstathios Manousakis** (Physics-MAR-TECH), "Efficient Solar Cells Using Doped Mott Insulators";

•**Jerrilyn McGregory** (English), "In Total Darkness: Boxing Day in the African Diaspora";

•**Meg Mitchell** (Art), "Representing Difference Through Embodied Data";

•**Martin Munro** (Modern Languages), "Listening to the Caribbean";

•**LaTonya Noel** (Social Work), "Preventing Depression in Rural Adolescents";

•**Matthew Shaftel** (Music), "Cole Porter's Life in Music: An Introduction to the Songs";

•**James Sickinger** (Classics), "Studies in Ancient Greek Chronography: The Parian Marble and Chronika of Apollodoros";

•**Tony Stallins** (Geography), "A Geospatial Framework for Investigating Honeybee Declines";

•**Daniel Tope** (Sociology), "Ethnic Fractions and Right-Party Strength in OECD Countries";

•**Stephen Tripodi** (Social Work), "End of Life Care for Florida Prisoners";

•**Xiaoming Wang** (Mathematics), "A New Conduit Flow Process (CFP) Model for Flows in Karst Aquifers";

•**Nancy Warren** (English), "English Literary Cultures & International Religious Controversies: Chaucer and Confessional Identities from the Middle Ages to the Augustan Age";

•**Jimmy Yu** (Religion), "The Formation of a New Chan Buddhism: The Life's Work of Venerable Sheng Yen"; and

•**Jinfeng Zhang** (Statistics), "Statistical Methods for Gene Network Inference."

To learn more, visit www.research.fsu.edu/crc/crc.html.

First Year Assistant Professor awards given to 34

Florida State University's Council on Research and Creativity has announced the recipients of its First Year Assistant Professor awards for 2009-2010. First Year Assistant Professor awards provide \$17,000 toward summer salary support.

Of the 34 proposals received, all were funded for a total of \$578,000 in support. Alphabetically, the recipients are:

•**John Ahlquist** (Political Science), "Ideological Commitments, Political Strikes and Contract Negotiations";

•**Demetra Andrews** (Marketing), "Choice Facilitating Influences of Online Shopping Agents on Consumer Behavior Following

Missed Opportunities";

•**Andrew Askew** (Physics), "Search for New Phenomena with Photons Using First Data from the CMS Detector at the LHC";

•**Alexander Avina** (History), "Devil's Dandruff, The White Bride and Crystal Ice: The Rise of Drug Cartels and Narco-Trafficking in Contemporary Mexico";

•**Amy Baco-Taylor** (Oceanography), "Building a Genetic Database for Pacific Deep-Sea Octocorals";

•**Shawn Bayern** (Law), "Reasonableness in Tort Law: A Reconsideration";

•**Debra Bernat** (Medical Humanities/Social Sciences), "Smoke-Free Policy Effects on

Alcohol-Related Traffic Crashes";

•**Brian Chadwick** (Biological Science), "Functional Significance of WSTF Hemizygosity in Williams Syndrome";

•**Atria Charles** (Management), "A Qualitative Analysis of Racioethnicity in the Workplace";

•**Eric Coleman** (Political Science), "Second-Order Sanctioning in Collective Action";

•**Hongchang Cui** (Biological Science), "Epigenetic Basis of Cell Fate Specification and Reprogramming in Plants";

•**James Dawkins** (Interior Design), "Architects Practicing as Interior Designers: An

Please see **FIRST YEAR, 8**



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Spring Planning Grants given to 11 proposals

The Council on Research and Creativity has announced the spring 2010 recipients of its Planning Grants, awarded each fall and spring semester. The spring recipients, who received a total of \$128,937 toward research planning, are:

- Gang Chen** (Civil and Environmental Engineering), "Bacteria-Cadmium Complexation and Bacterial Facilitated Cadmium Transport";
- Emmanuel Collins** (CISCOR/Mechanical Engineering), "Enabling Robots to Lift Heavy Objects Using Momentum";
- Juliann Cortese**, et. al. (Communication/

Library and Information Studies), "Development of an Interactive Tailored Video Intervention on Parent/Teen Communication";

- Jack Fiorito** (Management), "Union Surveys in Britain and the U.S.";
- Brian Gaber** (Music Education), "Music at the Crossroads: New Works for Orchestra, Mezzo-Soprano and Jazz Trio";
- Mary Gerend** (Medical Humanities and Social Science), "Emotion and Health Communication";
- Thomas Keller** (Biological Science), "Investigating New Roles for Cellular Titin";
- Hong Li** (Chemistry and Biochemistry),

"An RNA-Based Barrier Against Horizontal Gene Transfer in Bacteria";

- Ashok Srinivasan** (Computer Science), "Accelerating Quantum Monte Carlo on Emerging Computing Platforms";
- David Whalley** (Computer Science), "Caching Instruction Behavior to Achieve More Energy Efficient Processors"; and
- Mei Zhang** (Industrial and Manufacturing Engineering), "Carbon Nanotube Honeycomb."

For information on all of the programs of the Council on Research and Creativity, visit www.research.fsu.edu/crc/crc.html.

FIRST YEAR

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Analysis of Motivations, Expertise and Perceptions";

- Jonathan Dennis** (Biological Science), "Epigenetic Effects of Butyrate on the Inflammatory Response";
- David Farris** (Geological Science), "Magmatic and Tectonic Evolution of Panama During the Rise of the Isthmus";
- Paul Fyfe** (English), "Urban Textualities: Text in the City, Text on Display";
- Tara Grove** (Law), "Jurisdiction Stripping";
- John Hamman** (Economics), "Delegating Responsibility: Effects of Markets on Individual Decision-Making and Environmental Impact";
- Rhea Lathan** (English), "Freedom Writing: Literacy Activism Among American Women";
- Charlotte Lee** (Biological Science), "Escape from the Malthusian Trap: When Does

Innovation Outpace Resource Depletion?";

- Steven Lenhart** (Biological Science), "Nano- and Micro-Structure-Function Relationships in Liposome Function";
- Takemichi Okui** (Physics), "Searching for New Subatomic Particles and Forces at Proton Colliders";
- Shi Qi** (Economics), "An Empirical Study of Movie DVD Release with Piracy and Predatory Incentives";
- Marlo Ransdell** (Interior Design), "Computer-Mediated Communication (CMC) Use in Interior Design Graduate Education";
- Joshua Rodefer** (Psychology), "Frontal Cortex Dopamine D1 Mechanisms in a Rodent Model of Cognition";
- John Ryan** (Political Science), "Uncertainty, Media and Public Goods";
- Sourav Saha** (Chemistry/Biochemistry), "Self-Assembly of Alternating Lewis Acidic and Lewis Basic Molecular Tweezers to Fabricate Dual Channels for Ion-Pair Recognition, Binding & Transmembrane Passage";

•**Danila Serra** (Economics), "Institutions, Culture and Colonial Heritage: Lessons from the Caribbean Islands";

- Sonja Siennick** (Criminology/Criminal Justice), "Examining Adult Sibling Relationships and Rivalry in Criminal Context";
- Will Slauter** (History), "Who Owns the News? Journalism and Intellectual Property from the 17th Century to the Present";
- Elizabeth Stroupe** (Biological Science), "Cryo-Electron Tomographic Reconstructions of C Complex Spliceosomes";
- Miles Taylor** (Sociology), "Life Course Processes Leading to the Black/White Disability Gap in Later Life";
- Franita Tolson** (Law), "Resurrecting the Mandate: Democracy, Partisan Gerrymandering and the Party-in-the-Electorate";
- Yanning Wang** (Modern Languages), "Poetry of Roaming as a Transcendent in Qing (1644-1911) China"; and
- Maitri Warusawithana** (Physics), "Design and Development of a Vacuum System to Grow 2-Dimensional Graphene Films."



June 2009 data published by Callahan & Associates, a financial consulting firm that studies credit union issues. Callahan & Associates presented the FSU Credit Union with a Member Service Award for the second quarter of 2009.

>>FSU Authors Day: The Office of Faculty Recognition will sponsor the inaugural FSU Authors Day on March 22, 4 to 6 p.m., in the Broad Auditorium of the Claude Pepper Center. Readings by Robert Olen Butler, Kristine C. Harper, Amy Koehlinger and David Kirby will begin at 4 p.m., followed by a 5 p.m. reception and book signing, featuring 10 writers from nine academic disciplines.

At 6:30 p.m., the annual Friends of the FSU Libraries Dinner will take place. For details, call Katherine Bell at 644-1437 or send an e-mail to kbell2@fsu.edu.

>>Credit union named top performer in member service: The Florida State University Credit Union has been ranked in the top 5 percent of credit unions in member service, according to

>>Academic Lecture Database: A new online clearinghouse of campus lectures has debuted. The Academic Lecture Database allows individual members of the university community to submit information about upcoming lectures for posting on the Web site www.lectures.fsu.edu. To add a lecture, faculty and staff members or students can send an e-mail to campuslectures@fsu.edu with the title and a brief description of the lecture, as well as the time, date, location and cost, and a contact name and e-mail address. The lecture will be added to the database within four days. The database is a cooperative effort of the Office of the Provost and the divisions of Student Affairs and University Relations. It was the idea of Florida State University sophomore Sandy Simmons, an astrophysics major, and senior Kevin Uhler, a history major.

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News from Human Resources

TRAINING AND ORGANIZATIONAL DEVELOPMENT

Instructor-led and online training opportunities are available to Florida State faculty and staff members. To view a schedule of classes and registration information, visit www.hr.fsu.edu/train. To register for classes, log in to omni.fsu.edu and click in sequence: "Human Resources 9.0," "Self Service," "Learning and Development," "Request Training Enrollment" and "Search by Date, Course Code or Course Name." From there, click on "View Available Sessions" and choose a session number. Follow the prompts to submit a request. To view a course description, click on the icon. **Information:** (850) 644-8724.

>>TRAINING CLASSES: Are held at the Training Center, Stadium Place, unless otherwise indicated:

- *Attendance and Leave* (COAL01-0003): March 9, T, 8:30-10:30 a.m.;
- *Compassion Fatigue* (PDCF01-0002): March 16, T, 9-11 a.m.; and
- *Leadership and Change* (LSLC01-0003): March 17, W, 8:30-4:30 p.m.

>>OMNI TRAINING:

- *eTime for Time and Labor for Dep Rep and Supervisors* (BTTL01-0006): March 10, W, 8:30-11:30 a.m.;
- *Finding Funding for your Project* (SPLL12-0001): March 10, W, 11:30 a.m.-12:30 p.m. (301 Student Services Building);
- *Classification 101* (BTCL01-0003): March 11, R, 8:30-10:30 a.m.;
- *Accounting and Budgeting Concepts* (BTGL01-0005): March 16, T, 9 a.m.-noon. (A6201 University Center);
- *Sponsored Programs Proposal Development* (BTSP01-0010): March 16, T, 9-10 a.m. (301 Student Services Building);
- *General Ledger Processing and Reporting* (BTGL02-0005): March 16, T, 1:30-4:30 p.m. (A6201 University Center);
- *Travel and Expense* (BTTE01-0009): March 16, T, 8:30 a.m.-3 p.m.;
- *Advanced Financial Management* (SPLL06-0002): March 17, W, 11:30 a.m.-12:30 p.m. (301 Student Services Building);
- *Managing a Budget* (BTBUD1-0004): March 17, W, 2-4:30 p.m.;
- *Travel Card Training* (BTTE02-0009): March 18, R, 8:30 a.m.-noon;
- *Advanced General Ledger* (BTGL03-0005): March 18, R, 9 a.m.-noon.;
- *PCard Training* (BTPCD1-0008): March 18, R, 2-4:30 p.m. (A6201 University Center); and
- *General Ledger Reconciliation* (BTGL04-0010): March 19, F, 8:30-11:30 a.m.

>>FLEXIBLE SPENDING ACCOUNTS PROGRAM: A grace period has been added to the plan year for medical reimbursement and dependent care reimbursement accounts. Employees now have more time to use the services that can be reimbursed if they have used these tax-saving accounts. The grace period gives employees until March 15 to use the amounts in their Flexible Spend-

ing Accounts, and to use eligible services for their 2009 contributions. Employees still must file all claims by April 15, so they will not lose all the money in their accounts. The grace period ends on March 15. If an employee does not submit claims for the plan year by the April 15 filing deadline for the entire amount they had withheld, they will lose the unused money. **Information:** Benefits Office, 644-4015 or insben@admin.fsu.edu.

>>RETIREMENT PLANNING SEMINAR: The Benefits Office will host its annual retirement planning seminar on Wednesday, March 24, from 8:30 a.m. to 3:30 p.m. in the FSU College of Medicine auditorium. Discussions will include information about retirement (Pension Plan and DROP), estate planning, cash and debt management and retirement benefits. Representatives from Social Security, Deferred Compensation and Optional Retirement Program and Tax Sheltered Annuity companies will be there with information. The seminar is a university-sponsored training program so attendance may be considered as time worked with supervisory approval. As always, door prizes will be given away. **Information:** Michael Horgan, 644-4017 or retirement@admin.fsu.edu.

>>DOUBLE DEDUCTIONS FOR BENEFITS: All nine- and 10-month faculty members and seasonal employees enrolled in state health, life and supplemental benefits have had double deductions taken from their paychecks beginning with the Feb. 12 paycheck. The deductions will end on the May 7 payment period. These additional deductions are taken out to prepay premiums for the months of June, July, August and September. Regular deductions will resume on the first paycheck in September. Employees should review their paychecks during the double deduction period to ensure that the deductions are correct. **Information:** Benefits Office, 644-4015 or insben@admin.fsu.edu.

>>TAKING A LEAVE OF ABSENCE? If employees take a leave of absence for any reason, their benefits might be affected. Faculty and staff members have only 31 days from going on leave to make necessary adjustments to their benefits. If employees know they are going on leave, they can contact the Benefits Office for assistance to ensure there is no lapse in coverage. **Information:** 644-4015 or insben@admin.fsu.edu.

>>DECEMBER 2009 RETIREES: **Sandra Baggett**, IT operations support technician, Information Technology Services; **Shawn Baldwin**, assistant in research, Florida Center for Public Management; **Dereida Bowlin**, ERP analyst II, Enterprise Resource Planning; **Sallie Davis**, custodial worker, Building Services; **Michael Ferguson**, executive director, Florida Center for Interactive Media; **Ray Fortner**, library associate, College of Music-Dean; **Eunice George**, custodial worker, Campus Recreation; **Peggy Haire**, program associate, Research-Legal Counsel; **Ormond Loomis**, assistant in English, English; **David Miner**, assistant in information, Information Department; **Tasuku Ohazama**, associate professor, Interior Design; **Lucia Patrick**, department head and university librarian, Stroz Library; **Linda Rumsey**, business analyst, Medicine Instruction; **Selma Sellars**, custodial worker, Ringling Center for the Arts; **Josh Washington**, custodial worker, Building Services; and **Barbara White**, associate in research, Center for Prevention and Early Intervention Policy.

>>CREDIT COUNSELOR TO OFFER WORKSHOP FOR EMPLOYEES:

- *Navigating the World of Credit and Debt* (PDWCD1-0001): Mar. 17, W, 2-5 p.m. (1302 College of Medicine).

This class covers information relating to credit scores, how to

Please see **THE SOURCE**, 12

"Poetry is about the grief, Politics is about the grievance." — Robert Frost

If your contract with The Florida State University is violated and you want more than poetic justice, you'll need to file a grievance. The **United Faculty of Florida** and its state and national affiliates are there to provide you with professional representation through university proceedings and, if necessary, the judicial system. **But UFF provides representation only if you are already a UFF member.** Everyone in the faculty bargaining unit has the right to file an individual grievance over a contract violation. However, if you are not a UFF member at the time of the alleged contract violation, then you must represent yourself in the grievance investigation and proceedings, or retain an attorney.

Please be aware that you are **NOT** automatically a UFF member. You must complete a membership form and submit it to UFF in order to become a member.

Your contract is your best protection in these times of legislative mandates, budget cutbacks and administrative restructurings. But its strength comes from enforcement. UFF has trained professionals who specialize in contract enforcement. Join UFF and let UFF work for you ... for a better workplace and a better FSU.

Join the UFF-FSU Chapter

UFF dues are 1% of bi-weekly salary. *Please fill out the form below and return it to:*
Jack Fiorito, President, UFF-FSU Chapter, RBB 244, P.O. Box 3061110, Tallahassee 32306-1110

Membership Form, United Faculty of Florida FSU Chapter

Please print complete information

Last Name	First Name	MI	Department or Unit
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City	State	Zip Code	Office Phone	Home Phone
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E-mail Address (Personal/Home)	E-mail Address (Office)
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Please enroll me immediately as a member of the United Faculty of Florida (FEA, NEA-AFT, AFL-CIO). I hereby authorize my employer to begin bi-weekly payroll deduction of United Faculty of Florida dues (1% of bi-weekly salary). This deduction authorization shall continue until revoked by me at any time upon 30 days written notice to FSU's payroll office and to the United Faculty of Florida.

Signature (for payroll deduction authorization)
Visit the UFF-FSU Chapter Web site at www.uff-fsu.org

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>>NEW EMPLOYEE ORIENTATION ONLINE: The link to the required new employee presentations, materials and certification form can be found at www.fsu.edu/Content/NEOnline/index.html. Participants must certify their completion of the online orientation session by faxing a completed copy of the "Certification of Completion and Evaluation" form to the Training and Organizational Development Office.

>>COMPUTER BASED TRAINING:

- *Online ADA/EEO: Avoiding Minefields in Employment Practices* (COADA1-0002);
 - *Online Family Medical Leave Act* (COFML1-0002);
 - *Online Fundamentals of Discipline* (LSFD01-0002);
 - *Online Interview Techniques* (LSIT01-0002);
 - *Online Internal Controls* (COIC01-0002);
 - *Online Performance Evaluation Training* (LSPET1-0002);
 - *Online Sexual Harassment Policy Training* (COSHPI-0002);
- and
- *Online Sexual Harassment: What You Need to Know!* (LSSHS1-0002).

>>ADULT BASIC EDUCATION: Available to all Florida State employees at no cost, the objective of the Adult Basic Education (ABE) program is to improve participating employee's fundamen-

tal educational skills in reading, writing and/or math. In addition, it is designed to prepare a person for the General Educational Development (GED) test. All ABE classes are taught by a Florida-certified teacher. Volunteer tutors also may be available to provide individual assistance. Participants are required to choose and attend one regularly scheduled three-hour class session every Tuesday or Thursday from 9 a.m. to noon through May. There are still seats available for the Tuesday sessions. Both new and returning participants will register during the first class session they attend.
Information: (850) 644-8724.

OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY

>>WOMEN'S HISTORY MONTH: The Office of Diversity and Equal Opportunity is inviting faculty and staff members to join them in appreciating and celebrating Women's History Month throughout March.

According to the Web site History.com, "The fight for women's rights in education began in 1819 when Emma Hart Willard wrote the 'Plan for Improving Female Education.' Although the plan did not succeed, it did define the issue of women's education at that time. Thirty years later, a major milestone was reached when Elizabeth Blackwell became the first woman to receive a medical degree and was the first female allowed to practice medicine in the United States. Today, nearly 50 percent of first-professional degrees, such as law and medicine, will be awarded to women."

To learn more, visit www.history.com/content/womenhist.

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